

Diversity@Work

October 2021

VA



U.S. Department
of Veterans Affairs

WWW.VA.GOV/ORMDI

Upcoming Events

October 2021

Breast Cancer Awareness Month

Disability Employment Awareness Month

Domestic Violence Awareness Month

Global Diversity Awareness Month

Italian American Heritage Month

Polish American Heritage Month

Work and Family Month

CX Day

October 5

German-American Day

October 6

Out & Equal Workplace Summit

October 6-8; Virtual

Leif Erikson Day

October 9

Columbus Day

General Pulaski Memorial Day

Indigenous Peoples' Day

October 11

White Cane Safety Day

October 15

[Diversity and Inclusion in VA Quarterly Meeting](#)

October 20

HACU Conference

October 25-27; Virtual

ORMDI

Steps Toward Conflict Resolution

You can contact ORMDI toll-free at 1-888-566-3982 (TTY/TDD at 1-888-626-9008) and speak with a specialist regarding [EEO Complaint Processing](#), [Alternative Dispute Resolution](#), and [Harassment Prevention](#). You must initiate contact with an EEO counselor within 45 days of the date of the alleged act of discrimination by calling 1-888-566-3982 or visiting your local ORMDI Field Office.



Commemorate

Disability Employment Awareness Month

This October, VA joins the Nation in observing the 76th Anniversary of National Disability Employment Awareness Month (NDEAM) in conjunction with the 31st Anniversary of the Americans with Disabilities Act (ADA) and the 20th Anniversary of the U.S. Department of Labor (DOL), Office of Disability Employment Policy (ODEP). The NDEAM 2021 theme as established by DOL ODEP, "America's Recovery Powered By Inclusion", reflects the importance of ensuring that people with disabilities have full access to employment and community involvement during the national recovery from the COVID-19 pandemic ([DOL ODEP](#)).

Complimentary to [Executive Order 13985](#) on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government and [Executive Order 14035](#) on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce, the [2021 Presidential Proclamation](#) on the Anniversary of the Americans With Disabilities Act further solidifies America's promise to affirm and protect the fundamental rights of people with disabilities: the right to equal opportunity, economic self-sufficiency, independent living, and equitable participation within all aspects of American life to ensure the dignity of individuals with disabilities.

As of August 2021, 39,192 (9.83%) of VA's permanent workforce have reportable disabilities and 9,334 (2.34%) have targeted disabilities. Of the 120,015 Veterans employed by VA, 23,849 are Disabled Veterans. For more information, visit [VA's Individuals with Disabilities Employment Program webpage](#) or contact Mr. Roberto Rojo, VA's National Individuals with Disabilities Employment Program Manager.

Message from the DAS

Harvey Johnson, Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion



DAS Johnson, ORMDI

Please join me in commemorating Tuesday, October 5, as Customer Experience (CX) Day! The Office of Management and Budget (OMB) defines CX as a combination of factors that result from touchpoints between an individual, business, or organization and the Federal Government over the duration of an interaction and relationship ([OMB Circular No. A-11](#)). On CX Day we recognize and celebrate the importance of customers, customer experience, and customer experience professionals.

Important to note is that the definition of customers includes our own VA employees. In respectful and collaborative environments, everyone feels valued, psychologically safe, and included. An inclusive workplace allows employees to be fully engaged so that they are empowered to deliver outstanding services and experiences to our Nation's Veterans, their families, and beneficiaries.

This CX Day, consider highlighting with an award or organization-wide communication the notable efforts of an individual or team CX champion in your organization in providing excellent CX. For other ideas, or to submit photographs of your organization's CX Day activities, contact the [Office of Resolution Management, Diversity and Inclusion \(ORMDI\) CX Team](#).

Equity—the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment—is recognized by OMB as one of seven key CX measures. Because of this, the ORMDI CX Team is working with the VA Inclusion, Diversity, Equity, and Access (I-DEA) Task Force and other VA organizations on the Department's response to recent executive orders, memoranda, and legislation in this area. Outcomes and initiatives as result of this partnership will help embed I-DEA throughout VA.

We thank all our partners for their participation and for ensuring that all VA customers experience outstanding service!

Training

Mandatory Training Update

In view of new legislation and regulatory requirements, and pursuant to the September 7, 2021, memorandum from the Assistant Secretary for Human Resources Administration/Operations, Security and Preparedness on "Mandatory Equal Employment Opportunity, Diversity, Equity and Inclusion; Harassment Prevention and Accountability; and No FEAR Act Training", the following mandatory trainings have been assigned to the learning plans of all VA employees in the Talent Management System:

- Harassment Prevention and Accountability Training (VA 45224), completed within 90 days and annually thereafter.
- No FEAR Act Training (VA 45316), completed within 90 days and biennially thereafter.
- EEO, Diversity, Equity and Inclusion Training for Executives, Managers and Supervisors (VA 45049), completed within 90 days and biennially thereafter.

For questions, contact the [ORMDI Training Team](#).

The Audacity to Fail Podcast

The [Audacity to Fail Podcast: misStepping Into Success](#) focuses on discovering leadership wisdom through experiences with failures and missteps. The podcasts dive into conversations and stories from leaders as they share that failure activates a growth mindset, is an important part of learning and motivation for improvement! For the September episode, Dr. Shari Dade is joined by Onika Coke-Munoz, the Director of the Learning and Development Division of the Veteran's Business Administration's Human Capital Services. In this dialogue, Onika discusses the missteps leaders can make as they foster a culture of servant leadership and build supportive relationships with their team. This episode explores the benefits leaders can experience when building and sustaining positive relationships within their enterprise. The series is also available on the [Talent Management System](#).

External Affinity Events Memo Signed

List of Fiscal Year 2022 Events Now Available

The list of [external affinity events approved for VA-wide participation for fiscal year 2022 \[PDF\]](#) is now available. These events include national meetings convened by external private or public nonprofit organizations representing diverse segments of the population for the primary purpose of promoting equal employment opportunity, and providing career development, education and employment outreach services. VA strongly supports leveraging partnerships with affinity groups for professional development and recruitment outreach purposes in support of our common aim of promoting inclusion, diversity, equity and access throughout the Federal Government. For more information, visit the [Office of Resolution Management, Diversity and Inclusion \(ORMDI\) website](#) or contact Ms. Yvonne Rannels, ORMDI.

External Affinity Conferences

Out & Equal Workplace Summit

The 2021 Out & Equal Workplace Summit will be held virtually October 6-8, 2021. This annual summit brings together executives; employee resource group leaders and members; and human resources and diversity, equity, and inclusion professionals and experts – all working for LGBTQ equality. VA employees who plan to attend are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Funding for both registration and/or travel must come from the employee's organization. Following supervisory and budget approval, attendees must also register on the [Out & Equal website](#). For more information, contact Mr. Sterling Akins, VA's Departmental LGBTQ+ Program Manager, ORMDI.



Hispanic Association of Colleges and Universities Conference

The Hispanic Association of Colleges and Universities (HACU) 35th Annual Conference will be held virtually October 25-27, 2021. This year's theme is "35 Years of Championing Hispanic Higher Education Success." HACU's Annual Conference provides a unique forum for the sharing of information and ideas for the best and most promising practices in the education of Hispanics. The conference goals are to:



- Showcase successful, effective, and exemplary programs and initiatives of HACU member institutions;
- Promote and expand partnerships and strategic alliances for collaboration between HACU member institutions and public-and private-sector organizations;
- Foster and identify graduate education opportunities for Hispanic students and graduates;
- Deliberate policy issues affecting the education opportunities of Hispanics, including HACU's legislative agenda;
- Promote greater Hispanic participation in scholarships, fellowships, internships and other such programs funded by private and government organizations;
- Discuss emerging trends in higher education affecting Hispanics and HSIs, e.g., distance learning, student-centered learning, outcomes assessment, and cross-national accreditation.

VA employees who plan to attend are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Funding for both registration and/or travel must come from the employee's organization. Following supervisory and budget approval, attendees who wish to participate must also register on the [HACU website](#). For more information on VA's Hispanic Employment Program (HEP), visit [VA's HEP webpage](#) or contact Ms. Karen Basnight, ORMDI.



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